# Lesson 8
# In Review

# Lesson Objectives

## After completing this lesson, you will have:

- Reviewed the key elements of the NSPS performance management system.
- Practiced the performance management cycle from the perspective of the manager and the employee.
- Addressed your remaining questions, which are important in order to be successful.
- Identified resources that can help address future concerns, fears, or issues.

# Small Group Exercise—Purpose

- To follow the steps through the NSPS performance management cycle
- To improve your skills in:
  - Writing objectives
  - Writing a self-assessment
  - Writing manager's assessment of an employee
  - Turn accomplishments into a rating
- To gain confidence in the use of the performa management system

# Small Group Exercise

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- Step 2: Write a self-assessment
- Step 3: Write an assessment from a manager's perspective.
- Step 4: Discuss and decide the rating for the objectives and determine a final rating.

**ACTIVITY**

# Small Group Exercise

- Step 1: Write two objectives for an employee and decide on the relevant contributing factors.
- Step 2: Write a self-assessment
- Step 3: Write an assessment from a manager's perspective.
- Step 4: Discuss and decide the rating for the objectives and determine a final rating.

Optional

- Step 5: Communicate rating to the employee

# Rumor Mill Revisited

*The rumors of NSPS's death have been greatly exaggerated.*

# Open Questions

# Resources

- NSPS website: http://www.cpms.osd.mil/nsps/.
- Your Component NSPS program office.
- Your human resources personnel.

# Post-Course Learning Benchmark

- The benchmarks assess your level of knowledge about NSPS performance management for supervisors and managers.
- Your answers will be compared to your pre-course answers to determine course effectiveness.
- Refer to the Post-Course Learning Benchmark at back of this lesson in the Participant Guide.

# Course Evaluation

- A course evaluation is in the Participant Guide:
  - Complete it and turn it in today.
  - Provide an honest assessment of course materials and your facilitator.
- Evaluation provides feedback on course effectiveness.

Thank you for your participation!